

Apprenticeship Update

Alberta Apprenticeship
and Industry Training
Excellence through training and experience

News from the Alberta Apprenticeship and Industry Training Board

Fall/Winter 2003



Congratulations to Team Canada's Alberta apprentices and the strong showing they made at the June 2003 World Skills Competition in St. Gallen, Switzerland. World Skills Competitions are held every two years and include competitors from more than 35 countries. Participants must first win the provincial and national skills competi-

tions for their trade in their home countries.

Mark Chupik (Calgary), Plumbing, World Rank: 6th; Nathaniel Ouellet (Calgary), Automobile Technology, World Rank: 7th; Kirk Quast (Bassano), CNC Milling and Bob Patterson (Drayton Valley), Industrial Control (Industrial Wiring), also competed.

SKILLS CANADA PROMOTES THE TRADES TO YOUTH

Brian Pardell, executive director for Skills Canada Alberta, sees many benefits to getting young people to think early about careers in the trades. "A significant portion of Alberta's population will retire in the next five to ten years. As a result, labour shortages in the skilled trades are forecasted. We need to find more ways to get our youth thinking about the trades as a first-choice career option," he said. "Skills Canada's events not only raise awareness of the opportunities the trades have to offer, but they're also a lot of fun."

The organization's annual cardboard boat and toboggan races are two examples. Aimed at elementary and junior high school students, the events require students to work as a team to build the boats and toboggans, and then use them in a race. Like the provincial, national and world skills competitions, the experience of these races helps youth develop their trades skills, while strengthening their leadership, teamwork and problem-solving abilities.

Recruiting more young women into the trades is another priority for Skills Canada. Young Women Exploring Trades is a daylong event designed to expose young women to potential trade and technology related career opportunities that exist in today's employment

market. Young women are offered the opportunity to tour the Provincial Skills Competition and experience 30+ trade related career opportunities. As well, they can listen to women who have pioneered careers for themselves in a traditionally non-female work environment.

Skills Canada Alberta's cardboard boat races are held in Edmonton and Calgary in November, toboggan races in February, and the Young Women Exploring the Trades conference in May. For more information about these events, contact Skills Canada Alberta at (780) 493-2630 or visit their Web site at www.skillsalberta.com.

WANT TO GET INVOLVED?

Skills Canada Alberta is looking for employers, tradespeople and other volunteers to help with their events. If you're interested in lending a hand, donating tools or supplies, sponsoring events or taking part in trade shows, contact Skills Canada Alberta for more information. Telephone (780) 493-2630 or Email: alberta@skillscanada.com

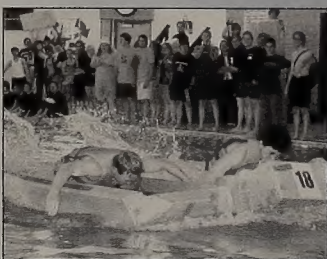
Mentoring Program on Industrial Sites Encourages Broad-Based Apprenticeship Training

Apprentices who are given more responsibilities on the job and more one-on-one training are often more knowledgeable about their trade, better skilled, and overall, better employees.

To ensure apprentices are exposed to the full scope of a trade on industrial sites, many employers are adopting broad-based training practices like the Apprentice Mentoring Program. This program was first introduced in 2001 at the Shell ACJV construction site in Fort Saskatchewan. It was designed to help apprentices learn their trade by teaming them up with journeyman mentors from their crew, chosen by the foreman or general foremen to help make sure training goals are met.

Chris McEwen, co-creator of the program and apprentice co-coordinator for Syncrude's Upgrade Expansion Project, hopes more employers will use the program to train their apprentices. "Employers are required to train their apprentices in all areas of their trade, but on some job sites, apprentices can find themselves doing one task for a long period of time when they could be learning other parts of the job," he said. "Through our program, an apprentice always has access to increased learning opportunities. The result of this type of training is a workforce that is safer and more skilled, productive and competent."

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Top RAP Apprentices Recognized

The Alberta Apprenticeship and Industry Training Board and Alberta industry recently recognized 50 Registered Apprenticeship Program (RAP) Scholarship winners at the 2003 Scholarship Awards Celebrations. Special ceremonies, hosted by CAREERS: The Next Generation, took place at SAIT in Calgary on November 5 and at NAIT in Edmonton on November 6.

The scholarships of \$1000 each recognize the accomplishments of Alberta high school students registered in the Registered Apprenticeship Program (RAP), and to encourage students to continue in their apprenticeship after completing high school.

Funding for the scholarships was made possible by contributions from the private sector and the Government of Alberta. Organizations contributing \$10,000 or more were given the opportunity to name their scholarship. For a list of these named scholarships and their recipients visit www.tradesecrets.org.

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Transfer Cards: a Must for Apprentices

Up-to-date transfer cards are a joint responsibility between apprentices and their employers. With support from both, apprentices won't lose any hours they've earned for their on-the-job training and work experience and employers will receive a maximum return on their investment.

When you change employers, it's critical to let the apprenticeship and industry training office nearest you know by submitting completed transfer cards. This will ensure you receive the full amount of time credit for your on-the-job training and work experience, and that you'll progress to the next level of your apprenticeship and also be eligible for the appropriate rate of pay.

If you change employers and don't submit the necessary transfer cards, you cannot receive time credit towards your apprenticeship for work experience with your new employer!

Directions for transfer cards, and the cards themselves, are included in your record book. For more information or for additional transfer cards, contact the nearest apprenticeship and industry training office or visit www.tradesecrets.org

Trades Instructor Recognized for a Job Well Done

The Alberta Apprenticeship and Industry Training Board recognizes exceptional individuals who have made significant contributions to Alberta's apprenticeship training system. Technical training instructor Ken McKen is one of these exceptional individuals.

A welder by trade, Ken works at the Grande Cache Institution, a federal minimum security prison, as a welding program co-ordinator. In June, Board Chairman Cliff Williams presented Ken with a Certificate of Recognition for the considerable contributions he has made to his apprentices, his trade and to our apprenticeship system.

"Receiving this certificate from the Board is a great honour for me, and I appreciate the encouragement very much," said Ken, who began working at the Grande Cache Institution in 1995. With the support of his colleagues, Ken worked with Alberta Learning and local institutions that offer apprenticeship technical training to create a welding pre-employment program at the Institution, followed by a complete welder apprenticeship program.

In addition to delivering the technical training for apprentices, Ken supervises their on-the-job training.

The apprentices are paid a small amount per day for their work and are required to pay for tuition, registration and exam fees. They have the option to complete all or part of their apprenticeship training, allowing them to return to society with skills and knowledge in the trade. In the words of one of these apprentices: "We're given the skills to go out and make something of ourselves."

Ken's apprentices clearly have a lot of respect for him, not only for his technical skills and obvious love of the trade, but also for giving them a new outlook on life. "Ken sees past our crimes to the potential we have. He nurtures that potential, and makes us want to be the best we can be," said another apprentice.

Ken is thankful for the support he's received from his students, co-workers and other members of the apprenticeship system. "I believe that everyone is capable of change and it's important to provide opportunities such as trades training to achieve positive change," he said.

Did You Know?

- 55 offenders were officially registered as welder apprentices since 1996.
- 34 of the apprentices are working productively in society.
- Other trades taught at the institution include carpenter, cabinetmaker, and painter and decorator.

Meet Your Board Members

Spotlight on ... Alex Munro

The Alberta Apprenticeship and Industry Training Board promotes quality and excellence in Alberta's workforce by encouraging the continued growth of designated trades and occupations based on industry standards.

Alex Munro is one of the Board's 13 members. He was appointed six years ago to represent the interests of employers in designated trades in Alberta. Alex holds a trade certificate with an Interprovincial Red Seal in the millwright trade, and more than 30 years experience in operations for the pulp, paper and wood products industries in British Columbia and Alberta. He currently works as a maintenance consultant in the forestry sector, and was previously employed by Alberta Pacific Forest Industries Inc. and Millar Western Industries.

Alex chose to get involved with the Board because he was looking for an opportunity to give something back to the apprenticeship system and help make decisions affecting the trades in Alberta. "People should be involved in things that affect them," he said. One goal Alex had when he began on the Board was to help make the trades more accessible to young people. "There have been many improvements in this area over the years and I'm proud to have been a part of the changes," he said.

Alex's term on the Board ends December 31, 2003. His plans are to continue his consulting business and staying up-to-date on issues affecting the trades in Alberta.



Alex Munro

Increasing Aboriginal Participation in the Trades

...Further steps made on Aboriginal Communication Strategy

As was reported in the Spring 2003 issue, the Alberta Apprenticeship and Industry Training Board and Alberta Learning are communicating the opportunities available in the trades directly to Aboriginal peoples. Since our last *Apprenticeship Update*, a student guide, *Step Into the Trades*, has been produced for distribution to students. A companion guide for school counsellors is in develop-

ment and is expected to be ready for distribution by the end of 2003. Information to assist parents to better understand the apprenticeship system is also under development. For more information on these activities or to request one of the guides, contact the nearest apprenticeship and industry training office.

Apprentices Awarded \$168,000 in Scholarships



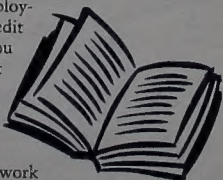
It has been another great year for 168 apprentices in Alberta who received scholarships worth \$1,000 each. These scholarships recognize apprentices and trainees in a designated occupation for excellence, and encourage the recipients to complete their training.

The Alberta Apprenticeship and Industry Training Board, in partnership with industry, have awarded these scholarships in addition to the 50 scholarships awarded to apprentices in the

RAP Program. Funding for the scholarships was made possible with the help of 270 organizations and individuals, and the Government of Alberta. Organizations contributing \$10,000 or more were given the opportunity to name their scholarship. For a list of these named scholarships and their recipients, or to find out more information about the 2004 scholarships, visit www.tradesecrets.org or contact the nearest apprenticeship and industry training office. Applications for the 2004 scholarships will be available on the Web site in April of 2004. The annual deadline for submissions is July 31.

Record Book Reminder

Apprentices! Don't forget to make sure your Record Book is up-to-date. Without your employer's sign-off, you might not receive time credit for all of the training and work experience you earned while working for that employer. That could cause a delay in your progress to the next level of your apprenticeship program and the next step on the pay scale. Your Record Book is like your resume. It's a complete history of your on-the-job training and work experience — and a very important part of your apprenticeship program.



Helping High School Students Find Their Place in the Trades

The Alberta Apprenticeship and Industry Training Board has a project underway to get more high school students thinking about a career in the trades. The project started two years ago. Its purpose is to increase communication with high schools so students have better access to information about apprenticeship training opportunities.

The project includes information sessions around the province that are sponsored by the Board. The sessions are designed to help high school counsellors and off-campus education coordinators see preparation for a career in the trades as another quality post-secondary option, like university or college.

Dale Sheridan is a strong supporter of the project. A certified sheet metal worker and co-owner of LSM Lee's Sheet Metal Ltd. in Grande Prairie, Dale has been involved in projects to promote the trades to young people for a number of years. "High school graduates should have the same opportunity to access information about the trades as they would have with any other post-secondary education choice," he said.

The Board held the first information session for high school staff in the Edmonton area in November 2001. The agenda for the session included a detailed presentation

about the trades, a description of the resources that are available, and the chance to have their questions answered by industry professionals. The success of the session led to similar events in Calgary and Grande Prairie in 2002, and in Red Deer and Lethbridge in 2003.

Jasmin MacDonald, a certified journeyman bricklayer, was a panelist at one of the sessions. She began her apprenticeship program while in high school through the Registered Apprenticeship Program (RAP), and has been a strong promoter of the trades ever since. "I was lucky to have the RAP program promoted in my high school. Not all schools know enough about it or the trades in general," said Jasmin. In addition to speaking publicly about the trades, Jasmin visits students at her former high school to talk to them about the trades, and lets them job-shadow her for a day.

"More and more people are recognizing the trades as post-secondary education similar to college or university, thanks in part to the *Helping High School Students Find Their Place in the Trades* project and supporters like Jasmin, Dale and many others," said Board Chairman Cliff Williams. "It's a step in the right direction and we look forward to continued success in the future."

Apprenticeship Update



Special Edition

Alberta Apprenticeship
and Industry Training
Excellence through training and experience

News from the Alberta Apprenticeship and Industry Training Board

Minister of Learning welcomes participants

Alberta Learning Minister Dr. Lyle Oberg, helped kick off the third Industry Network Workshop by bringing greetings from the Alberta government. "Workshops like this ensure that our apprenticeship system continues to be one of the best in the world," he said. He went on to commend participants representing Alberta's high schools and post-secondary training institutions. "Your efforts in guiding today's youth are shaping the face of tomorrow's skilled workers," he said.

Dr. Oberg thanked Board Chairman Cliff Williams for his commitment to the apprenticeship system over the years. Cliff's six-year term as chairman will conclude at the end of the year. Dr. Oberg used the workshop as an opportunity to publicly recognize Cliff for all he has done for apprenticeship and industry training in Alberta by making a presentation to him on behalf of the Government of Alberta.

He also took some time to answer questions from participants about the Alberta Government's role in the future of the apprenticeship and industry training system. Said one participant: "It was very encouraging to hear the Minister speak of his commitment to the trades and occupations. His attendance was clearly appreciated by all."



Board Chair Cliff Williams and Minister Oberg.

Workshop outlines a vision for apprenticeship in Alberta

Before the workshop participants moved into smaller group discussions, Board Chairman Cliff Williams and Board Member Ray Massey outlined a vision for the future of Alberta's apprenticeship and industry training system.

Cliff talked about how strengthening the industry network continues to be a priority, and how past workshops have proven to be an effective way to do this. "Each of us has a role to play in the success of our system and we need to continually look for ways to improve our industry network," he said. "Your participation today shows your commitment to the betterment of our system and the theme of today's workshop — The Industry Network: Yours, Mine, and Ours."

Further suggestions for how to make the network stronger included:

- Developing stronger links between LACs and PACs.
- Improving communications within the network and with industry part-

ners and representatives from the K-12 learning system, and

- Creating or expanding committees to provide for strategic opportunities for greater industry participation.

Ray gave an overview of the Board's strategic plan for 2003 – 2006. The overview included plans to improve training and certification options, increase financial support for apprentices, and increase promotion of apprenticeship, especially to youth. Following that, participants were given the opportunity to ask questions.

Feedback from the workshop will be used to develop future strategies for strengthening the apprenticeship and industry training system in Alberta. "The industry network is only as effective as its members," said Cliff in his closing comments for the day. "It is teamwork that has made our industry network so successful, and I thank you for your continued commitment and active involvement."

Message from the Board Chairman

Thanks to the knowledge, expertise and commitment of the members of our industry network, Alberta's apprenticeship and industry training system continues to thrive. One way we can ensure our system remains strong is to participate in workshops like the one held in Edmonton on October 19 and 20. I'm pleased to report that this third province-wide Industry Network Workshop was another success, and the Special Edition section of Apprenticeship Update provides highlights from the event.

The theme of this year's workshop was *The Industry Network: Yours, Mine and Ours*. It brought together our largest workshop turnout to date – 300 participants, including presiding officers of our provincial apprenticeship committees (PACs), local apprenticeship committees (LACs) and occupational committees, representatives from K – 12 and training institutions in

Alberta, members of the Alberta Apprenticeship and Industry Training Board, and staff of our Apprenticeship and Industry Training offices. The purpose of the workshop was to discuss progress made since the previous workshops and explore new ways to strengthen industry, community and government partnerships.

Strengthening our system requires the contribution and cooperation of all of us. Thank you to the organizers, presenters and in particular, the participants. I appreciate you offering your views on how to make our already excellent system even better.

C.J. (Cliff) Williams
Chairman, Alberta Apprenticeship and
Industry Training Board

Talking with industry

... participants share their views

... before the workshop

George Dory, presiding officer for the Plumber — Edmonton LAC and former presiding officer, Plumber PAC, was looking forward to having more of the same networking opportunities he has had in the past. "These workshops are a great way to stay up on changes in the system, and I'm looking forward to participating in the large and small group discussions we had in previous years," he said.

Garth Rattray, presiding officer, Painter and Decorator PAC, chose to attend again this year because he saw great value in exchanging ideas with other committee members. "My trade needs to have better employer participation so I am hoping the workshop will offer some ideas in this area," he said. "I'm also interested in expanding the training opportunities for apprentices in our trade and I expect the workshop will be a good way for me to learn more about this."

New participant Roger Dootson, acting presiding officer, Construction Craft Labourer Occupational Committee, hoped to learn new ways to promote both his occupation and the apprenticeship system in general. "With our current labour shortage, we need to find new ways to get people to enter the trades, and I expect everyone will have some good ideas to share at the workshop," he said.

Phil Meagher, presiding officer, Locksmith PAC since May, hoped to learn more about his new role. "I'm sure the

workshop will provide excellent networking opportunities for both new and experienced committee members. It should be an informative day all-around," he said.

... and after the workshop

George found the workshop to be another informative day. "The roles and responsibilities of committee members were clearly defined and explained, and I could see that was very helpful for new participants," he said. A recipient of the Chairman's Award of Excellence at the 2001 workshop, George enjoyed seeing this year's recipients honoured for their outstanding contributions to the development of their trades.

Garth was encouraged by the workshop's focus on the importance of promoting the trades in Alberta, and was particularly pleased to see the involvement of the K-12 education system at the workshop. "It's important for educators and counsellors to understand that being a tradesman can be a first-choice career path," he said.

Roger appreciated the opportunity to interact with members of other trades. "I really enjoyed the humour surrounding the workshop starting from the Chairman's Address and including many of the presenters. It made for a fun and enjoyable event for everyone."

"The best part of the workshop for me was having the opportunity to ask a question of some importance to our Minister of Learning," said Phil. "One seldom gets a chance to do that in person and I appreciated the opportunity very much."

“The road to success is
always under construction.”

Chairman's Award of Excellence presented at Workshop

Congratulations to John Taylor (Tilsetter), Carol Gendreau (Hairstylist), Bryan Duplessis (Locksmith), Shawn Deugo (Machinist) and Lawrence Yaremchuk (Roofers), recipients of the Chairman's Award of Excellence. Presented by Board Chairman Cliff Williams during the workshop, the prestigious award recognizes tradespeople who have demonstrated an outstanding commitment to the advancement of their trade.

"This award is bestowed on only a few individuals who have demonstrated extraordinary dedication to the principles of apprenticeship through their many years of involvement in the trades and their service in the Industry Network," said Cliff. "They are an inspiration to us all, and we thank them for their contributions."

The Alberta Apprenticeship and Industry Training Board thanks the following companies for their donations of door prizes to the workshop:

Coram Construction
DRC Productions
EPCOR
Federation of Alberta Gas Co-ops Ltd.
Lakeland College
Mayfield Inn & Suites
Motor Dealers' Association of Alberta & MDA Education Foundation
NAIT
Visual Difference Salon
Waterous Detroit
Diesel-Aliison

Remembering Jake Thygesen

Jacob T. (Jake) Thygesen, known by many as "Mr. Apprenticeship" or "Jake the Plumber," passed away on September 19th from cancer. He was 74.

Born in Denmark, Jake moved to Canada in 1951. Soon after arriving in Edmonton, he learned about the opportunities the Alberta apprenticeship system had to offer, and began working at Fuller and Knowles, a mechanical contracting company. Jake earned journeyman certificates in the plumber and gasfitter trades, and later became chairman.

A strong advocate for apprenticeship training, Jake received several prestigious awards over the years, including the Claude Alston Memorial Award by the Edmonton Construction Association in 1992, and the Robert Stollery Award by the Canadian Construction Association in 1997. He founded the Thygesen Scholarship, an annual award that recognizes superior apprentices, and was chairman of the Alberta Apprenticeship and Industry Training Board from 1992 - 97.

"Jake was instrumental in helping to make Alberta's apprenticeship system the success it is today," said Board Chairman Cliff Williams. "He was also a loving husband, father, grandfather and friend, and will be greatly missed by all who had the pleasure of knowing him."

Group sessions offer detailed information

After the morning workshop, participants had the opportunity to attend three of six group sessions to learn more about important areas of the industry network. Board members, industry professionals, guest speakers and staff of the Apprenticeship and Industry Training (AIT) division of Alberta Learning, presented the sessions.

In *The Best Kept Secrets of Tradesecrets*, participants were taken through the recently updated apprenticeship and industry training Web site. Presented by AIT staff members Kevin Charlebois and Rod Wispinski, the session showed participants how to navigate through the site and access the new features.

New committee members found the session *What is the Industry Network?* to be a helpful introduction to the network. Board Member Marsha Cowley and Ray Jeffery, former presiding officer, Heavy Equipment Technician PAC, explained the function of LACs, PACs, occupational committees and the Board. With help from PAC secretaries John Brosda and Ed Braun, they also discussed the role that effective partnerships and quality people play in the success of the system.

In *My Role as a Committee Member*, participants learned about their responsibilities as committee members. Presented by Board Members Craig Evans and Ray Massey, the session also focused on the rewards of committee participation, including the development of stronger trades and a more successful apprenticeship system.

Participants feeling the stress of busy lives, together with committee involvement, welcomed the session *Committee Membership: Managing the Stress of My Commitment*. Guest speaker Charlene Weiss, who has a background in adult education and psychology, gave participants tips for managing stress and handling conflict.

In *Effective Meeting Strategies*, motivational speaker Giselle Yanish teamed up with presiding officers Silvana Poplawski (Hairstylist PAC) and Art Dack (Recreation Vehicle Service Technician LAC) and PAC secretary Darren Hutton to discuss what committee members can do to make meetings more dynamic, interesting and useful. "Staying positive at your meetings is very important," Giselle told participants. "Attitudes are contagious - and you want yours worth catching."

The liveliest session of the day was *Improving the Image of the Trades: Promoting Pride*. Presented by Chris McEwen of Syncrude Canada Inc., with help from board members Bob Gené and Rod Moore, the session was another way for the Board to get feedback from workshop participants on how to promote the trades as a first-choice career path.

"The trades need to be promoted as a career, not just a job," said one participant. "I'm proud of who I am and the work I do, and I want others to see it the same way." "We need to start educating students at a younger age, start reaching the parents, and start educating the educators about the tremendous opportunities the trades have to offer," said another participant.

Apprentices participate on LACs Talking With ... James Blonde, tilsetter

James Blonde was one of the first apprentices in Alberta to be appointed to a local apprenticeship committee (LAC). In June 2002, after the Alberta Apprenticeship and Industry Training Board approved his application, James was asked to sit on the Calgary Tilsetter LAC. At the time, he was in the final year of his tilsetter apprenticeship program.

"The main reason I wanted to join the LAC for my trade is because I thought it would be interesting," said James, now a certified tilsetter and owner of Layout Tile. "I hope that by being involved I can better understand the work that goes into making things happen in my trade and in other trades as well."

Until the fall of 2001, only journeymen, employers and industry representatives sat on LACs and PACs. The Board's Industry Network Committee decided to appoint apprentices because they saw it as a way to bring in new ideas and new perspectives.

James agrees. "I think it's a good idea to have apprentices sit on these committees. I enjoyed offering my input on issues that affect the tilsetting trade from an apprentice's point of view. Now that I have my journeyman certification, I'm looking forward to continuing my involvement," he said. "I feel good knowing I'm part of a group that's committed to preserving our trade and promoting growth in the industry."

James would also consider sitting on the Tilsetter Provincial Apprenticeship Committee (PAC) if the opportunity presented itself in the future. "I see committee involvement as an extension of my job as a tradesperson and I'm eager to help where I can."

What are local and provincial apprenticeship committees?

Local Apprenticeship Committees (LACs) are the "grassroots" of Alberta's apprenticeship and industry training system. LACs work at the regional level, and play an important role in the ongoing development and enhancement of their trade. Their primary roles are to keep a finger on the pulse of local activity in their trade, and to make recommendations to their Provincial Apprenticeship Committee (PAC) on matters relating to apprenticeship training and certification.

PACs have a wide range of responsibilities for their trade. These include developing standards related to apprenticeship training and certification, developing course outlines and exams for their trade, and assessing training in other jurisdictions for their equivalency to Alberta training. PACs provide advice to the Alberta Apprenticeship and Industry Training Board on issues affecting their trade, and also provide recommendations to the Board on initiatives to enhance their trade.

Each LAC and PAC has an equal number of employer and employee representatives appointed by the Alberta Apprenticeship and Industry Training Board.

To find out more about apprenticeship committees or how you can become a member, visit www.tradesecrets.org or contact the nearest apprenticeship and industry training office.

Transport Company Moves More Employees into Apprenticeship

Spotlight on ... B & R Eckel's Transport Ltd.

Employer participation is the key to a strong apprenticeship program. B & R Eckel's Transport Ltd. has been hiring and training apprentices for work in the oilfield and drilling industries for more than 35 years. Aron Howatt began working at B & R Eckel's Transport Ltd. two years ago as a labourer. Now in her second year of the crane and hoisting equipment operator - medium boom truck apprenticeship, Aron is thankful to her supervisors for suggesting the apprenticeship route and is looking forward to moving up in the company. "I enjoy my job so much that I can honestly say I have more fun there than anywhere else," she said. "The work is interesting, the people are great, so I'm very thankful to B & R for suggesting I start my apprenticeship program with them."

Brad Chornohos, Aron's supervisor, sees great value in hiring and training apprentices, including women. He describes Aron as an outgoing, hard worker who is willing to succeed. "Our company is committed to recruiting more female apprentices because they do a great job and deserve the same

chance to learn the trade as our guys do. Aron is the perfect example of that," he said.

In addition to encouraging more people to start their apprenticeship program with the company, B & R Eckel's Transport Ltd. is also committed to participating on the Crane and Hoisting Equipment Operator Local Apprenticeship Committee. Brad has been a member for the last year and sees the opportunity as a good way to share ideas with others. "The more people you have involved with these committees, the better," he said. "It's a good opportunity to have people put their heads together and ensure that everyone is on the same page about what's going on in our trade."

From the apprentice's point of view, B & R Eckel's Transport Ltd. is a very supportive employer, said Aron. "They handle all the paperwork for our technical training, pay our tuition costs and even pay for our hotel while we're attending school. I can't say enough about how supportive they are of their apprentices and that's why I'm so happy to be one of them."

The industry network is only as effective as its members.

Interest in Blue Seal Continues to Grow



Richard Baker was looking for a way to increase his confidence as a manager and learn the business skills to help him advance his career. That's how he heard about the Achievement in Business Competencies Program. Also known as the Blue Seal, the program gives Alberta-certified trade and occupational certificate holders the opportunity to earn a business credential that is recognized by employers and can help open doors in their careers as business professionals.

Richard is a certified plumber, steamfitter-pipefitter and gasfitter, currently working as a fabrication supervisor at Presson Enerflex Systems Ltd. He earned his Blue Seal in May through the NAIT Business Management Certificate Program. Richard says the courses helped open his eyes to a number of skills needed in his current position and in positions he might want to move into. "To

succeed as a manager, you need to understand the relationship between employers and employees. Skills like effective communication and problem-solving are very important," he says. "By earning the Blue Seal, it shows employers that you have those skills."

Ed Braun, a PAC secretary in Apprenticeship and Industry Training, agrees. He completed courses at Athabasca University to earn his Blue Seal through distance delivery, which allowed him to complete the courses from the comfort of his own home. "I really appreciated the flexibility of distance learning because I was able to complete the required courses without interfering with my busy family and career schedules," he said.

Board Member Frank Duffin is another advocate of lifelong learning. President of Crowfoot Ford Sales in Calgary and Cochrane Ford in Cochrane, Frank has trade certificates in the automotive service technician and heavy equipment technician trades, and a Bachelor of Commerce degree

from the University of British Columbia. His application for Blue Seal certification was approved based on his degree. "As an employer, I wanted to show my technicians the benefits of the Blue Seal" he said. "It's an excellent way to prepare journeymen for their next career move."

The response from training providers and employers hiring journeymen who have earned their Blue Seal has also been positive. "We're very pleased with the response the Blue Seal credential has received so far," said Board Chairman Cliff Williams. "Training institutions continue to express interest in providing business training to those seeking certification, and employers tell us they see great value in employees who are committed to lifelong learning and skill development."

For information on applying for the Blue Seal, contact the nearest apprenticeship and industry training office. Visit www.tradesecrets.org for a list of offices.

Did You Know?

A Journeyman Certificate can be the beginning of a career path. The trades offer many opportunities for further education. Here are some examples.

- The Achievement in Business Competencies (Blue Seal) program is a way for journeymen to obtain a business credential that is recognized by employers and help open doors in their careers as business professionals.
- Some education programs allow certified journeymen to obtain a bachelor's degree in Adult Education in three years instead of the usual four.
- Victoria's Royal Roads University currently offers a Master of Arts Degree in Leadership and Training. Tradespeople may earn their master's degree without earning a bachelor's degree first, if their trades training and previous work experience are considered equivalent to the skills they would have learned in the bachelor's degree program.

from the News trades

...and designated occupations

The Alberta Apprenticeship and Industry Training Board (the Board), through Provincial Apprenticeship Committees (PACs) and Occupational Committees, sets the standards and requirements of apprenticeship and occupational training programs. Technical training is based on course outlines developed by members of these industry advisory committees. The course outlines are revised regularly to keep in step with today's workplace needs. One or more of Alberta's technical institutes and community colleges provide technical training in most trades.

Got a question about your trade? Call the committee secretary or members.

The contact number for all PAC Secretaries is (780) 427-6601.

PAC = Provincial Apprenticeship Committee

LAC = Local Apprenticeship Committee

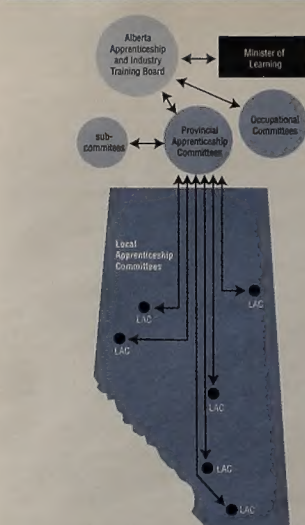
OC = Occupational Committee

More Info:

Do you have questions about apprenticeship or any of the trades and designated occupations?

Call 310-0000 toll-free anywhere in Alberta and enter the local number of the apprenticeship and industry training office you would like to reach.

Committee Listing



AGRICULTURAL EQUIPMENT TECHNICIAN - PAC
Secretary: ED BRAUN
Presiding Officer: JOHN SHAWN ALVIN
Employer: BRANDON, KEVIN J
Employer: KRYSOZY, JAMES M
Employer: SPENCER, JOHN A
Employer: COTE, LEON M
Employer: DEMONTIGNY, KEVIN
Employer: KILM, TIMOTHY STEVEN
Employer: WOOD, KENNETH GARRY

APPLIANCE SERVICE TECHNICIAN - PAC
Secretary: MIKE KRILL
Presiding Officer: MALONEY, HOWARD
Employer: BAKER, JAMES D
Employer: BURNS, DONALD J
Employer: GOURLAIN, KEVIN R
Employer: GRIGEL, VICTOR
Employer: THISTLETHWAITE, ANDREW M.

APPLIANCE SERVICE TECHNICIAN - EDMONTON - LAC
Secretary: ALEX HALLIBURTON
(780) 422-6933
Presiding Officer: MALONEY, HOWARD
Employer: BAKER, JAMES D
Employer: SCOTT, BRIAN E
Employer: TAYLOR, CHRISTINE ANNE
Employer: THISTLETHWAITE, ANDREW M.

AUTOBODY TECHNICIAN - PAC
Secretary: JOHN BRODIA
Presiding Officer: HEASTREET, BRENT D
Employer: BACKS, RANDALL A
Employer: HERBERS, GLENN A
Employer: LANG, TERRY REX
Employer: MYERS, DUNCAN C
Employer: OTTOLE, JOHN W
Employer: ENGELKING, DARRELL F
Employer: KEEN, WILLIAM S
Employer: KRAVCHAK, PAUL DAVID
Employer: PEACOCK, MICHAEL T
Employer: SHAW, GORDON R

AUTOBODY TECHNICIAN - CALGARY - LAC
Secretary: BILL NYEROD (403) 297-3788
Presiding Officer: KEEN, WILLIAM S
Employer: BRUNS, CHAWLER, PETER F
Employer: SCOTTE, BRAD M
Employer: HAMMERSCHMIDT, KELLY R
Employer: PISH, DARRENA A

AUTOBODY TECHNICIAN - EDMONTON - LAC
Secretary: ANTHONY LOVELL (780) 422-6935
Presiding Officer: JONES, STEVE
Employer: SHENAN, JAMIE N
Employer: WALKER, ROBERT D
Employer: LOITZ, COLIN MICHAEL
Employer: PEACOCK, MICHAEL T

AUTOBODY TECHNICIAN - MEDICINE HAT - LAC
Secretary: KEN GAGNEUX (403) 529-3190
Presiding Officer: CRITCHLOW, DALE W
Employer: MYERS, DUNCAN C
Employer: ROMILLO, DULANE A
Employer: DARR, LESLIE R
Employer: ELSDON, KEVIN L

AUTOMOTIVE SERVICE TECHNICIAN - PAC
Secretary: ED BRAUN
Presiding Officer: WILD, DOUGLAS S
Employer: DONAGHY, COLIN R
Employer: HRYNIEW, PAUL D
Employer: KURPAWET, MERLE J
Employer: SCHROEDER, GORDON
Employer: SPARROW, HAL T
Employer: ALGURE, KEVIN J
Employer: GIESBRECHT, ISAAC (KE) WILLIAM
Employer: KEEN, WILLIAM
Employer: KOKOT, JERRY J
Employer: MCRODIE, MARK D

AUTOMOTIVE SERVICE TECHNICIAN - CALGARY - LAC
Secretary: ERNIE BRUCKER (403) 297-6608
Presiding Officer: SCOTT, RUSSELL KOTI
Employer: CORTHORNE, DARRYL BRENT
Employer: DALGARNO, SIDNEY J
Employer: HAGGEMAN, WILLIAM BEN
Employer: KOKOT, JERRY J

AUTOMOTIVE SERVICE TECHNICIAN - EDMONTON - LAC
Secretary: ALDORE MORRIS (780) 422-6948
Presiding Officer: LIVINGSTON, MALCOLM B
Employer: HAWKES, CALVIN W
Employer: RABEEN, HANY
Employer: KEEN, WILLIAM
Employer: MCCORMACK, JAMES A

AUTOMOTIVE SERVICE TECHNICIAN - GRANDE PRAIRIE - LAC
Secretary: TERRY TAYLOR (780) 538-5640
Presiding Officer: NILSSON, DWIGHT O
Employer: MILLER, WARREN BRADLEY
Employer: SCARHAM, RONALD WILLIAM
Employer: STABLES, DAVID M
Employer: CLARK, DWANE EDWARD
Employer: GIESBRECHT, ISAAC (KE) WILLIAM
Employer: MCLEW, CHRISTOPHER J

AUTOMOTIVE SERVICE TECHNICIAN - LETHBRIDGE - LAC
Secretary: STAN LEWICKI (403) 381-5182
Presiding Officer: BRATNE, ANDREW R
Employer: CRADOCK, LAWRENCE J
Employer: DEWINTER, MICHAEL A
Employer: FINN, PATRICK J
Employer: WILD, DOUGLAS S

AUTOMOTIVE SERVICE TECHNICIAN - MEDICINE HAT - LAC
Secretary: STEVE LEBERT (403) 529-3553
Presiding Officer: BUTIGERIT, RANDOLPH C
Employer: DEBLASIO, GORDON M
Employer: KURPAWET, MERLE J
Employer: WYDE, RONALD A
Employer: WISER, JOHN P

AUTOMOTIVE SERVICE TECHNICIAN - RED DEER - LAC
Secretary: LARRY STAFFER (403) 340-5141
Presiding Officer: BUTTS, KENNETH WILLIAM DALE
Employer: DOMAGHY, COLIN R
Employer: WHITECOTTON, BRUCE G

AUTOMOTIVE SERVICE TECHNICIAN - VERMILION - LAC
Secretary: JAMES JOHNSON (780) 853-8154
Presiding Officer: USENIK, BRENT A
Employer: SPARROW, HAL T
Employer: JACKSON, KENNETH D
Employer: KING, DAVID K

BAKER - PAC
Secretary: BOB PAYETTE
Presiding Officer: BRUBAKER, DOUGLAS W
Employer: FLECK, GERRY L
Employer: HOOMEYER, MARTIN
Employer: HULSENBERG, JAMES B
Employer: THOMAS, A
Employer: BODEWITZ, HANK W
Employer: POSAVE, CYNTHIA ANN MARIE
Employer: SMITH, THEODORA K
Employer: WYATT, ROBERT S

BAKER - CALGARY - LAC
Secretary: BRUCE COMFORT (403) 297-6609
Presiding Officer: HINTON, BRIAN C
Employer: FLECK, GERRY L
Employer: HULSENBERG, JAMES B
Employer: PURCHASE, ANDREW M
Employer: SMITH, THEODORA K

BAKER - EDMONTON - LAC
Secretary: BILL MIKESCHUK (403) 422-6986
Presiding Officer: BODEWITZ, HANK W
Employer: HOOMEYER, MARTIN
Employer: THOMAS, A
Employer: WYATT, ROBERT S

BOILERMAKER - PAC
Secretary: BARRY HERR
Employer: COLLIER, MARTIN J
Employer: KOLEBARA, NICK J
Employer: LABOSSIERE, RONALD J
Employer: MICHAEL, DONALD JOHN
Employer: BOOTH, CURTIS P
Employer: DONNELLY, GERRY
Employer: EVANSH, RANDALL
Employer: MCLEW, CHRISTOPHER J

BRICKLAYER - PAC
Secretary: ED BRAUN
Presiding Officer: HOLBROOK, MALCOLM J
Employer: AMBROZIO, CHRIS M
Employer: ANNICH, MARCO E
Employer: CHATERS, ROLAND DALE
Employer: CLAIS, HANK
Employer: RAMSAY, ALAN L
Employer: SIEVER, CHRISTOPHER W
Employer: WIDOFIELD, SCOTT DAVID

BRICKLAYER - CALGARY - LAC
Secretary: DAVID POOCK (403) 297-3774
Presiding Officer: GOSCE, MARK C
Employer: CONNELLY, KEVIN D
Employer: KIEGEL, MARCEL A
Employer: OLSSON, DAMON ANTHONY

BRICKLAYER - EDMONTON - LAC
Secretary: LARRY SCHMIDT (780) 422-6937
Presiding Officer: AMBROZIO, CHRIS M
Employer: CHATERS, ROLAND DALE
Employer: FRAHM, RANDOLPH S
Employer: RAMSAY, ALAN L
Employer: SCHWAB, GUNTHER

CABINETMAKER - PAC
Secretary: BOB PAYETTE
Presiding Officer: SALZGIEBER, ERNST
Employer: FRANZ, FRITZ
Employer: KIVILAK, PARNELL S
Employer: MICKELSON, PETER M
Employer: SEERDEN, PETER J
Employer: VAN HELL, FRED J
Employer: BOOTHMAN, LINDSAY R
Employer: CREWS, SCOTT R
Employer: HARRIS, TRAVIS L
Employer: LEMOINE, FRANCES JEAN
Employer: MIZZARD, TONY
Employer: BECKER, LARRY L
Employer: DUGGAN, DOUGLAS A

CABINETMAKER - CALGARY - LAC
Secretary: PETER DEGRON (403) 297-6628
Presiding Officer: CREWS, SCOTT R
Employer: HORNE, ROBERT J
Employer: MACDONALD, KELLY G
Employer: STAVNICHKO, RYAN J

CABINETMAKER - EDMONTON - LAC
Secretary: AL SELEN (780) 422-6936
Presiding Officer: JUNGELING, ALAN A
Employer: BRYEN, BRUCE CASEY M
Employer: GRAP, HUBERT
Employer: BOOTHMAN, LINDSAY R
Employer: SLAUNWHITE, TERRY F

CARPENTER - PAC
Secretary: ED DOHIE
Presiding Officer: NIELSON, KENDALL K
Employer: ANDROSOFF, TERRY L
Employer: GIERCKE, GARRY A
Employer: HEAD, ALLAN J
Employer: LESCHKA, MICHAEL R
Employer: BRYDEN, LEONARD JOSEPH
Employer: JAMES, JASON CHRISTOPHER
Employer: KANTZ, HARLEY H
Employer: MORAN, MICHAEL O
Employer: STEFANY, LEONARD D

CARPENTER - CALGARY - LAC
Secretary: PETER DEGRON (403) 297-6628
Presiding Officer: Acting - Employer: ANDROSOFF, TERRY L
Employer: AL SELEN, DENNIS (KEN) JEN
Employer: BRYDEN, LEONARD JOSEPH
Employer: HAHN, ROBIN W

CARPENTER - EDMONTON - LAC
Secretary: LARRY SCHMIDT (780) 422-6937
Presiding Officer: HEAD, ALLAN J
Employer: GARNER, GRANT W
Employer: MULLEN, LARRY D
Employer: REGAN, BARRIE
Employer: REGNER, JASON A

CARPENTER - FORT McMURRAY - LAC
Secretary: LARRY BELL (780) 743-7157
Presiding Officer: COLLINS, ELMER
Employer: BETTA, WENDY L
Employer: JAMES, JASON CHRISTOPHER
Employer: SMITH, GREGORY ROBERT

CARPENTER - GRANDE PRAIRIE - LAC
Secretary: STEVE TAYLOR (780) 538-5640
Presiding Officer: SPEICHER, GORDON G
Employer: CADELL, JERRY D
Employer: DUECK, RODNEY S
Employer: THOMPSON, JOEL
Employer: ANDERS, JEFFREY C
Employer: MARTIN, RICK J
Employer: REID, KENNETH

CARPENTER - LETHBRIDGE - LAC
Secretary: BRUCE MARTINELLI (403) 381-5383
Presiding Officer: PANKHURST, CORBY T
Employer: BANE, JOHN A
Employer: BILLOCK, GRANT J
Employer: CRUMP, KERRY O
Employer: MORIN, MICHAEL O

CARPENTER - MEDICINE HAT - LAC
Secretary: STEVE LEBERT (403) 529-3553
Presiding Officer: BARTMAN, TERRANCE L
Employer: BECKER, LARRY L
Employer: NIELSON, KENDALL K
Employer: BECKER, LARRY L
Employer: DUGGAN, DOUGLAS A

CARPENTER - RED DEER - LAC
Secretary: PETER DEGRON (403) 297-6628
Presiding Officer: CREWS, SCOTT R
Employer: HORNE, ROBERT J
Employer: MARSHALL, PETER H

CARPENTER - VERMILION - LAC
Secretary: JAMES JOHNSON (780) 853-8154
Presiding Officer: HOWE, RONALD PERVAL
Employer: LESCHKA, MICHAEL B
Employer: KNEVEL, RICHARD GERALD

COMMUNICATION TECHNICIAN - PAC
Secretary: RON YANW
Presiding Officer: BARNES, JAMES P
Employer: CLINE, ROBERT T
Employer: GIBSON, DEAN EMERSON
Employer: SMILEY, DEAN K
Employer: THESSEN, KENNETH W
Employer: DARCHUK, GLENN I
Employer: SHANKLIN, MICHAEL F
Employer: STEFANY, LEONARD D

COMMUNICATION TECHNICIAN - CALGARY - LAC
Secretary: DAVID POOCK (403) 297-3774
Presiding Officer: FORD, JAMES GRANT
Employer: KRANICVICH, KRISTO
Employer: THESSEN, KENNETH W
Employer: DARCHUK, GLENN I
Employer: MCBRINE, VINCENT GARROD

COMMUNICATION TECHNICIAN - EDMONTON - LAC
Secretary: BILL MIKESCHUK (780) 422-6986
Presiding Officer: SMILEY, DEAN K
Employer: HAHN, ROBIN W
Employer: SMILEY, DEAN K
Employer: SEMENIUK, MICHAEL F

CONCRETE FINISHER - PAC
Secretary: ED DOHIE
Presiding Officer: KALLS, EDWARD ROBERT
Employer: KRAWE, TERENCE A
Employer: MARTIN, WAYNE G
Employer: SHAMROD, BRADLEY W
Employer: ALLEN, REGINALD CRAIG
Employer: BOGUS, DENNIS JAMES
Employer: FRASER, SCOTT JAMES

CONSTRUCTION CRAFT LABOURER - OC
Secretary: ED DOHIE
Employer: CLARK, GERALD P
Employer: DOOTSON, ROBERT CT
Employer: GARNER, GRANT W
Employer: THOMPSON, JOEL
Employer: ANDERS, JEFFREY C
Employer: MARTIN, RICK J
Employer: REID, KENNETH

COOK - PAC
Secretary: BOB PAYETTE
Presiding Officer: LALA, AJAY
Employer: LANGEMANN, TERESE E
Employer: MACDONALD, FRASER A
Employer: DALEY, RICHARD E
Employer: MUSSBACHER, DUNCAN K
Employer: GOULD-HAWKE, CHAD E
Employer: LANGEMANN, TERESE E
Employer: MACDONALD, FRASER A
Employer: MORPHY, JASON LORNE

COOK - CALGARY - LAC
Secretary: BRUCE COMFORT (403) 297-6609
Presiding Officer: SPRENTZ, CHRISTOPHER L
Employer: GOULD-HAWKE, CHAD E
Employer: LING, SOPHIA L

COOK - EDMONTON - LAC
Secretary: BILL MIKESCHUK (780) 422-6986
Presiding Officer: MACDONALD, FRASER A
Employer: LALA, AJAY
Employer: MUSSBACHER, DUNCAN K
Employer: GOULD-HAWKE, CHAD E
Employer: MORPHY, JASON LORNE

CRANE AND HOISTING EQUIPMENT OPERATOR - PAC
Presiding Officer: LANE, JACK O
Employer: CADOTTE, DANIEL M
Employer: HENDRY, RONALD J
Employer: ROSS, ROBERT V
Employer: TUCKER, LEONARD D
Employer: KOSMACK, BRUCE D
Employer: LAWLER, AUSTIN T
Employer: MAMON, BOYD ALAN
Employer: MACDONALD, MARTIN
Employer: PENNER, JAY E
Employer: SCHNEPE, LYLE E

CRANE AND HOISTING EQUIPMENT OPERATOR - CALGARY - LAC
Secretary: PETER DEGRON (403) 297-6628
Presiding Officer: CONNELLY, DEAN A
Employer: HENRY, RONALD J
Employer: IVARY, RALPH J
Employer: KOSMACK, BRUCE D
Employer: PERAS, STEVEN S

CRANE AND HOISTING EQUIPMENT OPERATOR - EDMONTON - LAC
Secretary: ED DOHIE
Presiding Officer: KALLS, EDWARD ROBERT
Employer: KRAWE, TERENCE A
Employer: MARTIN, WAYNE G
Employer: SHAMROD, BRADLEY W
Employer: ALLEN, REGINALD CRAIG
Employer: BOGUS, DENNIS JAMES
Employer: FRASER, SCOTT JAMES

CRANE AND HOISTING

EQUIPMENT OPERATOR - FORT

McMURRAY - LAC
Secretary: LARRY BELL (780) 743-7157
Presiding Officer: Acting LANE, JACK
Employer: BOURGEOIS RANDY D
Employer: WILBE, HARMAN
Employer: CARDINAL, BONNIE S
Employer: GUSLICH, HOWARD PAUL

ELECTRICAL MOTOR SYSTEMS

TECHNICIAN - PAC

Secretary: RON YANW
Presiding Officer: GRANT, DWAYNE R
Employer: DEROSIE, LARRY J
Employer: MCDONALD, JAMES RONALD
Employer: SAVOIRDE, EDDIE
Employer: BLOUNT, TRENT C
Employer: VALLA, RAENORA

ELECTRICAL MOTOR SYSTEMS

TECHNICIAN - CALGARY - LAC

Secretary: DALE KENT (403) 297-3782
Presiding Officer: GARNALL, STEPHEN J
Employer: BRANT, KENNETH W
Employer: MCDONALD, JAMES RONALD
Employer: BLOUNT, TRENT C
Employer: VOLKES, GERALD P

ELECTRICAL MOTOR SYSTEMS

TECHNICIAN - EDMONTON - LAC

Secretary: AUDREY MORRIS (780) 422-6548
Presiding Officer: ROBERT, KENNETH A
Employer: DEROSIE, LARRY J
Employer: KNOCKE, ROBERT
Employer: CHRISTIANSEN, ALAN A
Employer: LAIR, RICHARD J

ELECTRICIAN - PAC

Secretary: RON YANW
Presiding Officer: LARO WALLACE E
Employer: BRUNNER, MICHAEL J
Employer: DALL, DONALD J
Employer: EHRHART, JAMES
Employer: GERRITS, HARM T
Employer: BLAIN, KETHE E
Employer: GABERT, RUSSELL LAWRENCE
Employer: GATNER, LARRY M
Employer: KILL, COLIN D
Employer: LOCHNER, ROBERT T M
Employer: ROYCHUK, TIM S
Employer: SETTER, BRUCE MICHAEL

ELECTRICIAN - CALGARY - LAC

Secretary: DALE KENT (403) 297-3782
Presiding Officer: SCHALTZ, PERRY M
Employer: BRUNNER, MICHAEL J
Employer: GERRITS, DEAN E
Employer: DORSON, BRIAN
Employer: GATNER, LARRY M

ELECTRICIAN - EDMONTON - LAC

Secretary: TED GAZLEY (780) 422-6983
Presiding Officer: BADAL, JAMES GORDON S
Employer: DALL, DONALD J
Employer: GOTT, BRADLEY A
Employer: ZINCCH, JONATHAN D

ELECTRICIAN - FORT McMURRAY - LAC

Secretary: LARRY BELL (780) 743-7157
Presiding Officer: SANCHEZ, DAVID A
Employer: COMMON, KENNETH J
Employer: SLATER, JAMES B
Employer: GARDYUK, JAMES WILLIAM
Employer: SADDICK, CHRISTINE LEE

ELECTRICIAN - GRANDE PRAIRIE - LAC

Secretary: LARRY BELL (780) 743-7157
Presiding Officer: SANCHEZ, DAVID A
Employer: COMMON, KENNETH J
Employer: SLATER, JAMES B
Employer: GARDYUK, JAMES WILLIAM
Employer: SADDICK, CHRISTINE LEE

ELECTRICIAN - HINTON - LAC

Secretary: PAT GADON (780) 865-8293
Employer: VANDERHOOF, HENRY
Employer: LARO WALLACE E
Employer: SCHNEIDER, NATHAN JAMES

ELECTRICIAN - LETHBRIDGE - LAC

Secretary: BRUCE MARTINELL (403) 381-5383
Presiding Officer: AKRAH, JOHN W
Employer: ALLEN, DONALD J
Employer: COLEMAN, ROBERT W
Employer: SCHANKO, LARRY
Employer: SEVITZ, SIMON C

ELECTRICIAN - MEDICINE HAT - LAC

Secretary: KEN GENEUX (403) 529-3190
Presiding Officer: ELHART, LARRY
Employer: MELLOR, DAVID S
Employer: STANGLER, DARYL G
Employer: LOVBERG, ROBERT H
Employer: KIRKS, KENNETH F

ELECTRICIAN - LETHBRIDGE - LAC

Secretary: BRUCE MARTINELL (403) 381-5383
Presiding Officer: AKRAH, JOHN W
Employer: ALLEN, DONALD J
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Employer: SCHANKO, LARRY
Employer: SEVITZ, SIMON C

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Employer: STANGLER, DARYL G
Employer: LOVBERG, ROBERT H
Employer: KIRKS, KENNETH F

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Employer: SCHANKO, LARRY
Employer: SEVITZ, SIMON C

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Secretary: KEN GENEUX (403) 529-3190
Presiding Officer: ELHART, LARRY
Employer: MELLOR, DAVID S
Employer: STANGLER, DARYL G
Employer: LOVBERG, ROBERT H
Employer: KIRKS, KENNETH F

ELECTRICIAN - LETHBRIDGE - LAC

Secretary: BRUCE MARTINELL (403) 381-5383
Presiding Officer: AKRAH, JOHN W
Employer: ALLEN, DONALD J
Employer: COLEMAN, ROBERT W
Employer: SCHANKO, LARRY
Employer: SEVITZ, SIMON C

ELECTRICIAN - MEDICINE HAT - LAC

Secretary: KEN GENEUX (403) 529-3190
Presiding Officer: ELHART, LARRY
Employer: MELLOR, DAVID S
Employer: STANGLER, DARYL G
Employer: LOVBERG, ROBERT H
Employer: KIRKS, KENNETH F

ELECTRICIAN - LETHBRIDGE - LAC

Secretary: BRUCE MARTINELL (403) 381-5383
Presiding Officer: AKRAH, JOHN W
Employer: ALLEN, DONALD J
Employer: COLEMAN, ROBERT W
Employer: SCHANKO, LARRY
Employer: SEVITZ, SIMON C

ELECTRICIAN - MEDICINE HAT - LAC

Secretary: KEN GENEUX (403) 529-3190
Presiding Officer: ELHART, LARRY
Employer: MELLOR, DAVID S
Employer: STANGLER, DARYL G
Employer: LOVBERG, ROBERT H
Employer: KIRKS, KENNETH F

ELECTRICIAN - LETHBRIDGE - LAC

Secretary: BRUCE MARTINELL (403) 381-5383
Presiding Officer: AKRAH, JOHN W
Employer: ALLEN, DONALD J
Employer: COLEMAN, ROBERT W
Employer: SCHANKO, LARRY
Employer: SEVITZ, SIMON C

ELECTRICIAN - MEDICINE HAT - LAC

Secretary: KEN GENEUX (403) 529-3190
Presiding Officer: ELHART, LARRY
Employer: MELLOR, DAVID S
Employer: STANGLER, DARYL G
Employer: LOVBERG, ROBERT H
Employer: KIRKS, KENNETH F

FLOORCOVERING

INSTALLER - PAC

Secretary: JOHN BROZDA
Employer: DAVIS, ROBERT R
Employer: BOURGEOIS RANDY D
Employer: WILBE, HARMAN
Employer: CARDINAL, BONNIE S
Employer: GUSLICH, HOWARD PAUL

GAS UTILITY OPERATOR - OC

Secretary: JOHN LAMPEY
Employer: BUWASOR, BARRY B
Employer: GIBSON, HAROLD D
Employer: GRAHAM, BRIAN H
Employer: ROSS, C D
Employer: BUWALDA, ANKO
Employer: FULN, KEVIN RICHARD
Employer: FRANK, LORNE A
Employer: FRETWELL, JOHN

GASFITTER - PAC

Secretary: JOHN LAMPEY
Presiding Officer: BRUTON, LAWRIE F
Employer: DEVITTEN, JACK S
Employer: WICKO, DARYL R
Employer: STYFMYST, TERRANCE D
Employer: ALEXANDER, RONALD B
Employer: OUDERKOP, KEVIN B
Employer: RUTHERFORD, JOHN P
Employer: SMALE, GARRY J

GASFITTER - CALGARY - LAC

Secretary: TONY VAN STRAATEN
(403) 297-3339
Presiding Officer: RUTHERFORD, JOHN P
Employer: DEVITTEN, JACK S
Employer: FRASER, AUSTIN D
Employer: COFFINE, BRIAN B
Employer: PAWLUK, JOHN A

GASFITTER - EDMONTON - LAC

Secretary: LEON VALLEE (780) 422-6944
Presiding Officer: BRUTON, LAWRIE F
Employer: WICKO, DARYL R
Employer: SWITZER, GORDON L
Employer: ALEXANDER, RONALD B

GLAZIER - PAC

Secretary: ED BRADY
Presiding Officer: MEYERS, PAUL J
Employer: EHRHART, JAMES
Employer: HILLON, DARIN R
Employer: MILLAR, ALAN J
Employer: WARD, DON J
Employer: DENKIS, RYAN
Employer: MAKEPEACE, RICK T
Employer: WALLACE, GRANT

GLAZIER - CALGARY - LAC

Secretary: GRANT GIBSON (403) 297-6645
Presiding Officer: GREENLAND, RAYMOND W
Employer: BRADY, JAMES
Employer: DEVIAT, ARTHUR S
Employer: BERLIN, DARRYL E
Employer: THESSEN, JEFF DARRILL

GLAZIER - EDMONTON - LAC

Secretary: AL SEBERN (780) 422-6938
Presiding Officer: STRASIK, M L STEVE
Employer: LAVENTURE, R DEAN
Employer: MAKEPEACE, RICK T
Employer: DENKIS, RYAN
Employer: ZENCZYK, CHRISTOPHER MICHAEL

GLAZIER - EDMONTON - LAC

Secretary: AL SEBERN (780) 422-6938
Presiding Officer: STRASIK, M L STEVE
Employer: LAVENTURE, R DEAN
Employer: MAKEPEACE, RICK T
Employer: DENKIS, RYAN
Employer: ZENCZYK, CHRISTOPHER MICHAEL

HAIRSTYLIST - PAC

Secretary: BOB PAYETTE
Presiding Officer: POPRAWKA, SILVANA
Employer: CHASE, MARILEE A
Employer: JONES, CLAUDETTE MARIE
Employer: PICHOTTA, CYNTHIA A
Employer: WANDON-DUNN, JOSEPHUS G
Employer: WILLIAMS, E. GALE
Employer: BORMAN, RAELLA K
Employer: HALL, HELEN M
Employer: HOBAL, DONNA F
Employer: PROSSER, LINDSAY NICOLE
Employer: BANSKY, VANCE ANDREW
Employer: SCHNEIDER, MAYNOR C

HAIRSTYLIST - CALGARY - LAC

Secretary: DAVID POCKOCK (403) 297-3774
Presiding Officer: PICHOTTA, CYNTHIA A
Employer: HAMILTON, LENTIA M
Employer: PENNY, LYN FINE (LUNE)
Employer: COHEN, JOHN R
Employer: REININGTON, KEVIN J
Employer: HUNN, DONNA C

HAIRSTYLIST - EDMONTON - LAC

Secretary: CHERRY STEINER (780) 422-6943
Presiding Officer: GODDSON, BETTY J
Employer: GRUB, JUDY
Employer: POPRAWKA, SILVANA
Employer: PROSSER, LINDSAY NICOLE

HAIRSTYLIST - FORT McMURRAY - LAC

Secretary: LARRY BELL (780) 743-7157
Presiding Officer: JOHNA, NEZAR M
Employer: CLARK, NANCY C
Employer: WHITE, SANDRA MARIE
Employer: DANSON, DEBORAH A
Employer: WESSEN, WENDY D

HAIRSTYLIST - GRANDE PRAIRIE - LAC

Secretary: TERRY TAYLOR (780) 538-5640
Presiding Officer: JORDAN, DIANE C
Employer: JONES, CLAUDETTE MARIE
Employer: MCDONALD, LUANA N
Employer: WAAYENBERG, LENNIE D

HAIRSTYLIST - LETHBRIDGE - LAC

Secretary: STAN LEWICKI (403) 381-5382
Presiding Officer: Acting - MENT, CORNELIUS
Employer: OSBURN, WANDA L
Employer: TURCHY, MARLENE GAIL
Employer: WRIGHT, JACQUELINE A

HAIRSTYLIST - MEDICINE HAT - LAC

Secretary: KEN GENEUX (403) 529-3190
Presiding Officer: MELLE, MANUEL
Employer: HALL, HELEN M
Employer: HARTUNG, SONNIE G

HAIRSTYLIST - RED DEER - LAC

Secretary: ALAN GORDON (403) 340-4921
Presiding Officer: OSGER, LINDA A
Employer: HANNAH, CARRIE H
Employer: WILTON, HOLLY J
Employer: MCCULLOCH, MICHELE C
Employer: SCHIEDMILLER, MARIE C

HEAVY EQUIPMENT

Secretary: PETER ABRAMOWSKI
Presiding Officer: BOGACH, DAREN M
Employer: HARRIS, DESMOND CHEN
Employer: JEFFERY, RAYMOND
Employer: JARSON, ANDREW L
Employer: MITTY DOUGLAS EARL
Employer: ANDERSON, MICHAEL J
Employer: HOGG, TRAVIS E
Employer: LENTON, EDWARD WALTER
Employer: YULE, DAVID M

HEAVY EQUIPMENT

Secretary: HARLEY SANDERS (403) 297-5616
Presiding Officer: YULE, DAVID M
Employer: DICK, ROBIN D

LOCKSMITH - PAC

Secretary: ED DORHE
Presiding Officer: MEAGHER
Employer: BURKARD, WILLIAM P
Employer: CHIN, MARS, FIEAL A
Employer: KENNEDY, DAVID R
Employer: DANIELUS, TOM
Employer: SMITH, CRAIG W
Employer: THOMAS, MARY GERTRUDE

LOCKSMITH - CALGARY - LAC

Secretary: CHIN, MARS, FIEAL A
Presiding Officer: CHIN, MARS, FIEAL A
Employer: WILSON, JOHN DOUGLAS
Employer: HARCH, GEOFFREY G

LOCKSMITH - EDMONTON - LAC

Secretary: ALBERT SCHMIDT (780) 422-6948
Presiding Officer: OUELLE, GUY C
Employer: HARCH, GEOFFREY G

LOCKSMITH - CALGARY - LAC

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Employer: HARCH, GEOFFREY G

Upcoming provincial apprenticeship and occupational committee meetings.

Contact the secretary for more information. The contact number for all PAC secretaries is (780) 427-4601

Trade	Date (subject to change)
Gas Utility Operator	January 9, 2004
Roofers	January 14, 2004
Crane and Hoisting Equipment Operator	January 20, 2004
Cabinetmaker	January 22, 2004
Floorcovering Installer	January 30, 2004
Cook	February 19, 2004
Electrician	February 27, 2004
Insulator	March 3, 2004
Structural Steel and Platefitter	March 23, 2004
Water Well Driller	April 13, 2004

Need help preparing for an entrance exam?

A study guide for trade and occupation entrance exams is now available at www.tradesecrets.org. Developed with input throughout the Alberta apprenticeship and industry training system, the guide contains tips and sample questions to help apprentices prepare for entrance exams. Entrance exams are used when an applicant does not meet the entrance requirements for a trade or occupation in Alberta. Visit the Web site or contact the nearest apprenticeship and industry training office for more information.

Top RAP Apprentices Recognized
continued from page 1

RAP is a unique, Alberta-made program for high school students who want an early start on a career in the trades. RAP was created in the early 90s by the Alberta Apprenticeship and Industry Training Board. It is an agreement among a student, an employer, and the high school. The agreement is registered with Alberta Apprenticeship and Industry Training. The program allows students to gain hours toward their apprenticeship program while earning credits toward a high school diploma.

To learn more about the RAP program and the scholarships available, visit www.tradesecrets.org or contact the nearest apprenticeship and industry training office. Applications for the 2004 RAP scholarships will be available on the Web site in April 2004. The annual deadline for submissions is July 31.

from the News trades ...and designated occupations

The Alberta Apprenticeship and Industry Training Board (the Board), through Provincial Apprenticeship Committees (PACs) and Occupational Committees, sets the training and certification standards in designated trades and occupations. Technical training in the apprenticeship program is based on course outlines developed by members of the PACs. The course outlines are revised regularly to keep in step with today's workplace needs. One or more of Alberta's technical institutes and community colleges provide technical training in most trades.

Each trade and occupation listed below has information that may be of interest to you or someone you know. If your trade or occupation is missing, stay tuned for future issues of Update. We'll report what's current as the industry advisory committees provide their news.

More Info:

Do you have questions about apprenticeship or any of the trades and designated occupations?

Call 310-0000 toll-free anywhere in Alberta and enter the local number of the apprenticeship and industry training office you would like to reach.

There are apprenticeship and industry training offices in the following locations:

Presiding Officers for trades and designated occupations are identified as PO in the listings below.

The contact number for all PAC and Occupational Committee Secretaries is (780) 427-4601

Bonnyville

New Park Place, Box 8115
5201 - 44 Street
Bonnyville, AB T9N 2J4
Tel: (780) 826-4175
Fax: (780) 826-1904

Calgary

3rd floor, Willow Park Centre
1032 Bonaventure Drive S.E.
Calgary, AB T2J 7E4
Tel: (403) 297-6457
Fax: (403) 297-4492

Edmonton

7th Floor, South Tower
Seventh Street Plaza
10030 - 107 Street
Edmonton, AB T5J 4X7
Tel: (780) 427-8517
Fax: (780) 422-3734

Fort McMurray

7th Floor, Provincial Building
9915 Franklin Avenue
Fort McMurray, AB T9H 2K4
Tel: (780) 743-7150
Fax: (780) 743-7492

Grande Prairie

Suite 100, Towne Centre Mall
9845-99 Avenue
Grande Prairie, AB T8V 0R3
Tel: (780) 538-5240
Fax: (780) 538-5237

Hinton

568 Carmichael Lane
Hinton, AB T7V 1S8
Tel: (780) 865-8293
Fax: (780) 865-8289

Lethbridge

Room 280, Provincial Building
200 - 5th Avenue South
Lethbridge, AB T1J 4C7
Tel: (403) 381-5380
Fax: (403) 381-5795

Medicine Hat

104 Provincial Building
346 - 3rd Street SE
Medicine Hat, AB T1A 0G7
Tel: (403) 529-3580
Fax: (403) 529-3564

Peace River

9715 - 100 Street
Peace River, AB T8S 1T4
Tel: (780) 624-6529
Fax: (780) 624-6476

Red Deer

3rd Floor, First Red Deer Place
4911 - 51 Street
Red Deer, AB T4N 6V4
Tel: (403) 340-5151
Fax: (403) 340-5153

Slave Lake

Box 787
Lakeland Centre
101 Main Street SE
Slave Lake, AB T0G 2A0
Tel: (780) 849-7228
Fax: (780) 849-7356

Vermilion

Box 26 Provincial Building
4701 - 52 Street
Vermilion, AB T9X 1J9
Tel: (780) 853-8150
Fax: (780) 853-8203

Focus On ... Warehousing (Designated Occupation)

PO Ron Chapman
Secretary Erik Schmidt

Workers in the designated occupation of Warehousing carry out the shipping, receiving, issuing, handling, storing, purchasing and management of all types of products, substances or living things in a great variety of industries across Alberta.

To meet industry needs, standards and certification is available in three branches, basic, intermediate and technician. Certification is progressive. This means that an individual must achieve the competencies and be certified in Warehousing-basic before they can be certified at the intermediate level. The same applies in moving from Warehousing-intermediate to Warehousing-technician.

Certified warehousing workers enjoy career mobility. There are opportunities to work in a great variety of industries as well as in related careers like purchasing, inventory control and materials management.

Training in the warehousing occupation is available mainly through Fairview College. NorQuest College in Edmonton and Chinook College in Calgary have arrangements in place with Fairview College to supply warehousing training. Fairview College will also make an arrangement with any other technical institute or college to provide the training if there is sufficient interest. Training is available in modular format with distance delivery, meaning workers

can obtain warehousing training, anytime and anywhere. Trainees are eligible to apply for scholarships.

The Warehousing Occupational Committee has accredited or recognized training taken, Careers and Technology Studies - logistics strand in Alberta high schools, Department of National Defense military and civilian training qualifications and the Parts Technician apprenticeship program. The Qualification Certificate Program is an option for warehousing workers who are competent in the occupation and meet the necessary requirements for certification.

For detailed information on Warehousing training, standards and certification, visit www.tradesecrets.org.

Did You Know?

Warehousing is one of four designated occupations in Alberta. The Alberta Apprenticeship and Industry Training Board, on the recommendation of industry, establishes the standards of competence for these occupations just as it does for designated trades. Once an individual demonstrates the standards of competence for the occupation, the Minister of Learning awards an occupational certificate.

Floorcovering Installer

PO Dennis Rattray
PAC Sec John Brosda

Participation in the floorcovering installer trade is very low. Apprentices are not attending technical training. If this trend continues, the delivery of technical training may be suspended. If you are eligible to attend technical training, contact

the nearest apprenticeship and industry training office to discuss registering for the next school term.

Members are needed for the PAC. If you are a journeyman, an employer, or a final period apprentice in the floorcovering installer trade interested in contributing to the development of your trade, please contact the nearest apprenticeship and industry training office.

Crane and Hoisting Equipment Operator

PO Jack Lane
PAC Sec Darren Hutton

The PAC is consulting with industry in anticipation of revisions to the trade regulation and the medium boom truck exception regulation. Until its consultation is complete, the PAC has suspended approval of any new applications under the "industrial enterprise" clause of the exception regulation. Industry stakeholders are encouraged to provide their perspective regarding the trade and its regulations to the PAC secretary at (780) 427-5832.

Gas Utility Operator (Designated Occupation)

PO VACANT
Sec John Lampey

Individuals who can demonstrate the skills and experience to meet industry competencies for the gas utility operator designated occupation, may now apply for recognition under the Qualification Certificate Program. Applicants must have 5160 hours of documented work experience in the occupation to be eligible to attempt the qualification examination.

Trainees in the gas utility operator program must achieve 70% to pass the new certification examination as well as complete 3400 hours of on the job work experience. Trainees can monitor and document their experience in their record book. Training continues to be available through NAIT.

The Gas Utility Operator Occupational Committee is currently seeking new employer and employee representatives. Please contact the secretary if you are interested in being part of the industry network for this occupation.

Visit www.tradesecrets.org for further information regarding certification requirements for Gas Utility Operator.

Gasfitter

PO Lawrie Bruton
PAC Sec John Lampey

The new 3rd period of gasfitter technical training was offered for the first time at NAIT in May 2003. The new program has a greater focus on electrical/electronics controls and service on appliances over 400 MBH. For additional information about technical training, including where it is offered visit www.tradesecrets.org

Heavy Equipment Technician

PO Darrin Bogach
PAC Sec Peter Abramowski

The PAC, on approval from the Board, recently made some changes to the trade. To make it clear that individuals are being trained to work on trailers, the name "truck trailer mechanic" has

been changed to "transport trailer mechanic". Effective January 2004, an additional period of work experience of 12 months in length including 1800 hours of on the job training will be added to the transport trailer mechanic apprenticeship program to move it one step closer to alignment with the Red Seal program. For information contact the secretary.

Plumber

PO Ralph Austerman
PAC Sec John Lampey

The Plumber PAC is currently updating the course outline for the trade. The presiding officer invites input from any interested party. Please contact the secretary with your suggestions.

Refrigeration and Air Conditioning Mechanic

PO Bill Lowrie
PAC Sec Darren Hutton

The PAC recently validated the National Occupational Analysis; established accreditation patterns for graduates from the HVAC Specialist Certificate Program and Building Environmental Systems Technology Diploma Program delivered by NAIT; and consulted on training facility issues. A subcommittee of the PAC will begin a review of the course outline in the next few months. For information contact the secretary.

Sawfitter

A/PO R. George Grant
PAC Sec Peter Abramowski

If you are interested in representing your trade, being part of the Alberta apprenticeship and industry training

decision making process, helping Alberta workers gain certification, mobility and flexibility through apprenticeship training and lending your expertise and enthusiasm to your trade, you can apply to become a member of the Provincial Apprenticeship Committee (PAC). Please contact the PAC secretary or the nearest apprenticeship and industry training office.

Sheet Metal Worker

PO Jack Strause
PAC Sec Darren Hutton

The PAC completed revisions to the course outline in June. The new curriculum was implemented in September.

Steamfitter-Pipefitter

PO Gerald Tress
PAC Sec John Lampey

The PAC, with approval of the Board, continues to implement significant changes to technical training for the trade. Changes were approved following an extensive consultation process with industry. Due to the declining use of gasfitting in the trade, the gasfitting components of technical training have been replaced by welding components.

The new first period technical training was introduced in September 2003. The new 2nd, 3rd and 4th periods will be phased in over the next three years. For information contact the nearest apprenticeship and industry training office.

Tool and Die Maker

PO Peter Hermann
PAC Sec Peter Abramowski

The PAC, with approval of the Board, made changes to the training program for the trade. The program for tool and die maker now includes four periods of technical training. 1st and 2nd period are common with the machinist trade and 3rd and 4th period are specific to the tool and die maker trade. 1st and 2nd common periods of technical training are delivered by NAIT in Edmonton and SAIT in Calgary. Technical training for 3rd and 4th period will be offered in 2004 and 2005 respectively at SAIT depending on industry's support. Contact the nearest apprenticeship and industry training office for apprenticeship applications or information.

Water Well Driller

PO Brad Meyer
PAC Secretary John Brosda

The PAC plays a key role in ensuring that standards for the trade reflect industry's needs. It is in the process of reviewing the course outline and examinations to bring the technical training up to date and streamline the content. The next full PAC meeting is scheduled for April 13, 2004. Agenda items/issues can be sent to the PAC secretary. Members are needed for the PAC. If you are a journeyman, an employer, or a final period apprentice in the water well driller trade interested in joining the PAC and contributing to the development of your trade, please contact the nearest apprenticeship and industry training office.

Tutoring Helps Give Electrician the Power to Succeed



Tom GiVogue was always aware that he read slower than other people, but it wasn't until he was in his mid-30s that he found out why. He was diagnosed with two learning disabilities — attention deficit hyperactivity disorder (ADHD), and a visual impairment causing him to read at an elementary level.

Tom is 41 and a certified journeyman electrician with an Interprovincial Red Seal. He found out about his ADHD when he began the technical training part of his apprenticeship at SAIT. His ADHD causes him to have

trouble focusing on tasks, and his visual impairment makes it difficult to focus on words. This made the challenges that much greater. "My eyes see letters in different sizes, and while my brain is able to correct the difference, it takes time and focus for me to process the information. I can only focus on three or four letters at a time, so that's why I read as slowly as I do," he explained.

With the help of the counsellors and staff at SAIT, Tom worked with tutors to help him complete his technical training. His tutoring was paid for by a grant available through Disability Related Employment Supports, a program of Alberta Human Resources and Employment. "I worked very hard at SAIT, often staying late in the evenings and on weekends to learn all of the information. My tutors did a great job condensing the information for me so I could read it easier and in less time."

In addition to his tutoring, SAIT also provided Tom with carbon paper so he could ask a student in his class to make a copy of the notes for him. "This was a tremendous help because I was able to concentrate on what the instructor was saying instead of worrying if I was writing fast enough to keep up with the rest of the class," he said. And when it came time to writing exams, Tom was given extra time and a private room so he could concentrate better and read questions out loud if he wanted.

Today, Tom is a sub-foreman and material handler for Canem Systems Ltd., an electrical contractor in Calgary. He chose to become an electrician because of the variety of work the trade offers. "The fact that I have difficulty staying focused is one reason I think I've taken so many jobs over the years," he said. "The range of work electricians do really appeals to me. There is everything from residential, commercial and industrial jobs to working in the fields of distribution and transmission."

Tom's supervisor, Grant Binder, describes Tom as "an excellent, hard-working employee who is always on top of things." He was not aware of Tom's learning disabilities until recently when Tom told him about them. "Tom's a great example that a disability does not affect the quality of a person's work," said Grant. "He's a terrific employee and I'm sure that whatever challenges come up in the future, Tom will be able to deal with them."

Need Help?

Do you have a learning or physical disability? Would you like assistance in the technical training part of your apprenticeship program? Contact the nearest apprenticeship and industry training office. We can help.

Mentoring Program ... continued from page 1

The Apprentice Mentoring Program begins with a five-hour orientation for apprentices and their journeyman mentors. The second part of the program, known as TARGETS (Tradespeople Achieving Reasonable Goals Effectively Together Safely), is then introduced. Through TARGETS, apprentices and journeymen set six learning goals to achieve over a three-month period. Mentors then monitor the progress of the participants at set times during the program to make sure the goals are being met.

The Construction Owners Association of Alberta (COAA) recently recognized the success of the Apprentice Mentoring Program by presenting Chris and his partner in the project, Mike Yorke, with a Best Practice Award for Leadership and Workforce Development.

Syncrude and other companies using the program also look forward to its continued success. "Our hope is that we can continue to offer our apprentices superior training opportunities by building on this important program and further enhancing the apprenticeship system in Alberta," said Brian Bickley, industrial relations manager at Syncrude and chair of the COAA Workforce Development Committee.

For more information about the Apprentice Mentoring Program and other COAA-approved Best Practices, visit their Web site at www.coaa.ca.

RAP Grads: Where Are They Now?

In honour of more than a decade of success for the Registered Apprenticeship Program (RAP), *Apprenticeship Update* spoke with some former RAP apprentices to see where they are today.

Name: Tammy Hebert

Age: 22

Trade: Hairstylist

Where is she now? Tammy completed her hairstylist apprenticeship training one year after graduating from high school. She returned to Bonnyville, developed a business plan and purchased the salon in which she apprenticed. She was 18 years old when she bought the salon, and today she employs four staff including two RAP apprentices.

Name: Shaun Schafer

Age: 26

Trade: Heavy Equipment Technician

Where is he now? Shaun completed his heavy equipment technician apprenticeship program after graduating from high school, and is successfully running a business in Slave Lake. He currently employs six staff, including one apprentice. He is also working on his second apprenticeship as a welder.

Name: Gord Reid

Age: 22

Trade: Welder

Where is he now? Gord used the experience he gained as a RAP apprentice to help him enrol in a co-op apprenticeship program after high school. The program allowed him to work at three companies, giving him the chance to learn a wide range of skills in the welder trade while he earned his journeyman certificate. His plans are to one day take over his father's welding business, which has shops in Fort McMurray and Lac La Biche.

Name: Kirk Quast

Age: 21

Trade: Machinist

Where is he now? After graduating from high school, Kirk went on to complete his apprenticeship program

in May 2003. Kirk finished first in the both the provincial and national Skills Canada competitions. This gave him the opportunity to compete against the top machinists in the world at the World Skills Competition in Switzerland in June 2003.

Tammy, Shaun, Gord and Kirk are just a few examples of the hundreds of RAP apprentices who have gone on to successful careers in the trades since the program was created more than 10 years ago. When asked how the RAP program got them to where they are today, they all say it was key to getting a head start in the trades. "The RAP program is the main reason I've been able to go so far so early," said Gord. "Not many people can say they have their career set at 21, but I can, thanks in part to the RAP program."

For Kirk, the RAP program gave him the direction he was looking for. "If it wasn't for the RAP program, I don't know where I would be today, but I'm sure I wouldn't be a machinist," he said. "I didn't even know what a machinist was until the RAP program introduced me to it."

As a RAP grad who now employs RAP apprentices, Tammy sees the benefits for both apprentices and employers. "The RAP program is great because it gives students hands-on experience before they go to school for the technical training part of their apprenticeship program. This one-on-one training is great for employers too, because it means they're getting a more confident, skilled apprentice. Everybody wins," she said.

Tammy, Shaun, Gord and Kirk also point out that earning work experience hours toward your apprenticeship program and credits toward your high school diploma at the same time is another benefit of the RAP program — not to mention earning a pay cheque! They encourage any high school student interested in getting into the trades to look into the RAP program.

Got a Story Idea?

Do you know an apprentice or journeyman with an interesting story to tell? How about an employer who is a strong promoter of our apprenticeship system? Send your story ideas to: aitinfo@gov.ab.ca attention Editor, *Apprenticeship Update*.



Apprenticeship Update is distributed by the Alberta Apprenticeship and Industry Training Board in response to requests by many of you for more information about Alberta's apprenticeship program. Circulation is more than 70,000. Let us know what you think.

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